

Policy No.: HR - 02
Re: ACCESSIBILITY POLICY
Approved By: Board of Directors
Effective Date: 24 November 2020
Review Date: 24 November 2020
Next Review: 24 November 2024

Reference: Accessibility for Ontarians with Disabilities Act:
<https://www.ontario.ca/laws/statute/05a11>
Integrated Accessibility Standards:
<https://www.ontario.ca/laws/regulation/110191>
Accessibility Standards for Customer Service:
<https://www.ontario.ca/laws/regulation/070429>

It is the policy of the Society that:

1. We are committed to dignity, independence, integration, and equal opportunity for all people, and we are committed to being fully accessible for our employees and for the individuals we serve. We are committed to becoming a barrier free environment and meeting all legislated requirements related to identifying, removing, and preventing barriers to people with disabilities that might interfere with their ability to interact with the Society.
 - a. We will provide the same access to service to individuals with disabilities that we provide to all individuals.
 - b. We will provide the same employment opportunities for individuals with disabilities as we provide to all individuals.
2. We promote an environment that supports holistic health and wellness. We aim to ensure people of all abilities can fully participate with the Society.
3. We will achieve accessibility for Ontarians with disabilities with respect to services, facilities, accommodation, employment, buildings, structures and premises and will continue to comply with the Accessibility for Ontarians with Disabilities Act (AODA) 2005 inclusive of Accessibility Standards – Customer Service. We will continue to comply with relevant legislation to be phased in by the Ontario government by 2025.